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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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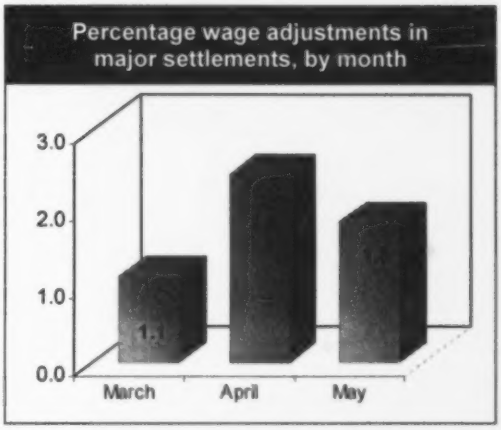
Canadian Labour in Profile: Wage Adjustments, May 2011



Major collective bargaining settlements reached in May 2011 provided base rate wage increases averaging 1.8% annually over the term of the contracts. These results are based on a review of 25 agreements* and cover 40,000 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.6%, a larger average than in their current settlements. Contract duration in May 2011 averaged 47.0 months, compared to 42.1 months in the previous round of settlements.

Wage adjustments in the public sector were lower than in the private sector in May. Public sector wage adjustments averaged 1.5% for 24,270 employees in 14 agreements. Private sector wage adjustments averaged 2.3% for 15,730 employees in 11 agreements.

The public-sector figure was largely influenced by eight agreements in the province of Alberta which provided 20,590 public servants with an average annual wage increase of 1.5% over 31 months; each agreement offers a 4.0% increase in the 20th month of the contract. Three agreements in British Columbia were subject to a wage freeze which affected 1,950 instructors and lecturers at the Vancouver Community College,

Canada

Thompson Rivers University (Kamloops), and Langara College (Vancouver). The entire public sector in British Columbia is subject to a wage freeze for two years.

In the private sector, wage adjustments ranged from 1.0% for 2,200 employees with the Interior Forest Relations Association, to a high of 3.6% for 950 coal miners with Teck Resources Limited. Both companies are in British Columbia.

In the federal jurisdiction, there was only one major settlement (over 500 employees) in May, the British Columbia Maritime Employers Association, with an average annual increase of 2.5% over the eight-year life of the contract. In the first year, employees are subject to a wage freeze; however, they receive a prorated lump sum payment that can amount up to $5,500 per employee working full-time hours.

Wage increases in the first five months of 2011 (January through May) also averaged 1.8% for 266,230 employees in 112 major settlements. So far in 2011, wage adjustments are averaging 1.7% in the public sector and 2.1% in the private sector.

** Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average Annual Percentage Wage Adjustments by Month

	2011		
	March	**April**	**May**
Sectors			
Public Sector	1.0	2.6	1.5
Private Sector	2.4	2.0	2.3
All Industries and Jurisdictions			
Average Annual Adjustment	1.1	2.4	1.8
Without Cost-of-Living Allowance	1.1	2.6	1.6
With Cost-of-Living Allowance	2.7	2.0	2.4
First-Year Adjustment	0.7	1.6	0.5
Without Cost-of-Living Allowance	0.6	2.4	0.5
With Cost-of-Living Allowance	2.7	0.2	0.5
Industries			
Primary Industries	-	3.9	3.6
Utilities	-	3.4	-

	2011		
	March	April	May
Industries (continued)			
Construction	-	1.9	2.0
Manufacturing	2.0	0.5	1.7
Wholesale and Retail Trade	-	1.2	-
Transportation	2.5	3.2	2.5
Information and Culture	-	1.5	2.8
Finance and Professional Services	2.7	3.0	-
Education, Health, and Social Services	0.5	3.1	0.8
Entertainment and Hospitality	-	1.3	-
Public Administration	1.8	1.5	1.5
Jurisdictions			
Prince Edward Island	-	-	2.5
Nova Scotia	-	1.0	-
New Brunswick	1.3	-0.0	-
Quebec	1.8	1.8	2.6
Ontario	2.4	2.0	2.8
Manitoba	1.4	1.5	2.3
Alberta	2.9	3.0	1.6
British Columbia	0.3	1.3	1.3
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	2.5	1.8	2.5
Federal Jurisdiction	2.5	1.8	2.5

Average Annual Percentage Wage Adjustments by Quarter

	2010			2011
	2nd	3rd	4th	1st
Sectors				
Public Sector	1.8	1.3	1.5	1.2
Private Sector	2.5	2.2	1.2	2.2
All Industries and Jurisdictions				
Average Annual Adjustment	2.1	1.8	1.5	1.3
Without Cost-of-Living Allowance	2.1	1.8	1.5	1.3
With Cost-of-Living Allowance	2.0	1.9	1.7	3.0
First-Year Adjustment	1.9	2.4	1.2	0.9
Without Cost-of-Living Allowance	1.8	2.5	1.2	0.8
With Cost-of-Living Allowance	2.6	0.8	0.4	2.9
Industries				
Primary Industries	5.7	3.5	3.7	-
Utilities	0.9	0.0	2.0	3.0
Construction	2.5	2.3	2.1	-
Manufacturing	1.5	1.5	1.5	1.1
Wholesale and Retail Trade	3.6	1.8	0.7	0.6
Transportation	1.9	2.1	2.2	2.5
Information and Culture	-	0.9	0.6	-
Finance and Professional Services	3.1	3.6	-	1.8
Education, Health, and Social Services	2.3	1.2	1.4	1.0
Entertainment and Hospitality	1.2	-	2.2	2.0
Public Administration	1.1	1.8	1.6	1.7
Jurisdictions				
Newfoundland and Labrador	2.6	-	-	-
Prince Edward Island	1.9	-	3.4	2.0
Nova Scotia	-	1.2	-	1.0

	2010			2011
	2nd	3rd	4th	1st
Jurisdictions (continued)				
New Brunswick	-	1.8	1.4	1.5
Quebec	1.7	1.8	1.2	1.2
Ontario	2.4	2.1	1.4	2.4
Manitoba	3.5	1.2	1.4	1.4
Saskatchewan	2.3	2.9	2.4	-
Alberta	2.6	2.7	2.0	1.1
British Columbia	0.0	0.7	1.5	0.2
Territories	2.2	-	-	2.7
Public Service Labour Relations Act	-	-	1.7	1.5
Canada Labour Code, Part I	2.1	1.7	2.2	2.6
Federal Jurisdiction	2.1	1.7	1.7	2.0

Average Annual Percentage Wage Adjustments by Year

	2008	2009	2010	2011
Sectors				
Public Sector	3.5	2.5	1.6	1.7
Private Sector	2.5	1.8	2.1	2.1
All Industries and Jurisdictions				
Average Annual Adjustment	3.2	2.4	1.8	1.8
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.7
With Cost-of-Living Allowance	1.7	2.3	1.9	2.2
First-Year Adjustment	3.6	2.5	1.8	1.1
Without Cost-of-Living Allowance	3.8	2.6	1.8	1.2
With Cost-of-Living Allowance	1.9	1.9	1.3	0.6

	2008	2009	2010	2011
Industries				
Primary Industries	4.3	2.5	3.3	3.8
Utilities	2.3	3.0	1.4	3.0
Construction	5.4	3.7	2.4	1.9
Manufacturing	1.2	1.6	1.4	1.4
Wholesale and Retail Trade	2.8	1.8	1.1	1.0
Transportation	3.1	1.1	2.2	2.5
Information and Culture	2.0	2.0	0.8	2.0
Finance and Professional Services	2.8	2.5	3.2	2.1
Education, Health, and Social Services	3.8	3.0	1.6	1.6
Entertainment and Hospitality	1.9	2.0	2.2	1.6
Public Administration	2.7	2.1	1.5	1.6
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.0	1.2
Quebec	2.4	2.2	1.5	1.3
Ontario	2.6	2.4	2.0	2.3
Manitoba	3.4	2.9	2.1	1.4
Saskatchewan	5.1	5.0	2.4	-
Alberta	4.8	4.5	3.5	2.4
British Columbia	2.5	2.8	0.2	0.5
Territories	4.4	2.4	2.2	2.7
Multiprovince	-	0.0	-	-
Public Service Labour Relations Act	2.9	1.7	1.7	1.5
Canada Labour Code, Part I	2.9	1.3	1.9	2.2
Federal Jurisdiction	2.9	1.6	1.7	2.1

***Note**: Data for 2011 cover the months of January through May.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.7	2.1	1.8

***Note**: Data for 2011 cover the months of January through May.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 181KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

Major Settlements Reached in May 2011

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Primary Industries				
Teck Coal Ltd. - Fording River Operations Fording River, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mine employees	950	3.6	60.0	Apr 30, 2016
1 agreement	**950**	**3.6**	**60.0**	
Construction				
Construction Labour Relations – Alberta Association province-wide, Alberta United Brotherhood of Carpenters and Joiners of America (CLC) millwrights	1,100	2.0*	48.0	Apr 30, 2015
Industrial Contractor's Association of Alberta province-wide, Alberta Teamsters Canada (CtW/CLC) truck drivers	550	2.0*	48.0	Apr 30, 2015
Alberta Coating Contractors Association province-wide, Alberta International Union of Painters and Allied Trades (AFL-CIO/CLC) painters	500	2.0*	48.0	Apr 30, 2015
3 agreements	**2,150**	**2.0**	**48.0**	
Manufacturing				
Interior Forest Labour Relations Association Southern Interior Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mill employees	2,200	1.0	48.0	Jun 30, 2013

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Manufacturing (continued)				
Alcoa Primary Fusion Baie-Comeau, Quebec Fédération de la métallurgie (CSN) plant and maintenance employees	1,300	2.9*	48.0	Jun 01, 2019
Olymel, Limited Partnership Red Deer, Alberta United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	1,250	1.4	60.0	Jan 31, 2016
Cavendish Farms New Annan, Prince Edward Island United Food and Commercial Workers Canada (CtW/CLC) production and maintenance employees	560	2.5	60.0	Dec 31, 2015
4 agreements	**5,310**	**1.7**	**52.1**	
Transportation				
British Columbia Maritime Employers Association Coastal Region, British Columbia International Longshore and Warehouse Union (CLC) longshoremen	4,500	2.5*	96.0	Mar 31, 2018
Réseau de transport de Longueuil Longueuil, Quebec Canadian Union of Public Employees (CLC) bus drivers	650	1.8*	84.0	Dec 31, 2016
British Columbia Rapid Transit Company Ltd. Burnaby, British Columbia Canadian Union of Public Employees (CLC) operating employees; trade employees; administrative services employees	530	3.0	12.0	Aug 31, 2013
3 agreements	**5,680**	**2.5**	**86.8**	

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Information and Culture				
Bell Technical Solutions Inc. province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) technical employees	1,730	2.8	84.0	May 06, 2018
Bell Technical Solutions Inc. province-wide, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) technical employees	1,090	2.8	84.0	May 06, 2018
2 agreements	**2,820**	**2.8**	**84.0**	
Education, Health, and Social Services				
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) health service employees	1,000	1.5	31.0	Mar 31, 2013
Vancouver Community College Vancouver, British Columbia Federation of Post-Secondary Educators of British Columbia (CLC) instructors	950	0.0	24.0	Mar 31, 2012
Brandon School Division Brandon, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers	550	2.3	48.0	Jun 30, 2014
Langara College Vancouver, British Columbia Federation of Post-Secondary Educators of British Columbia (CLC) lecturers; instructors	500	0.0	24.0	Mar 31, 2012

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Education, Health, and Social Services (continued)				
Thompson Rivers University Kamloops, British Columbia Federation of Post-Secondary Educators of British Columbia (CLC) lecturers; instructors	500	0.0	24.0	Mar 31, 2012
5 agreements	**3,500**	**0.8**	**29.8**	
Public Administration				
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) administrative and support employees	7,000	1.5	31.0	Mar 31, 2013
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) administrative and program services employees; educational services employees	4,630	1.5	31.0	Mar 31, 2013
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) social workers	2,720	1.5	31.0	Mar 31, 2013
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) correctional officers	2,400	1.5	31.0	Mar 31, 2013
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) technical employees; therapists	1,420	1.5	31.0	Mar 31, 2013

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Public Administration (continued)				
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) natural resource conservation employees	920	1.5	31.0	Mar 31, 2013
Government of Alberta province-wide, Alberta Alberta Union of Provincial Employees (Independent-national) general tradesmen	500	1.5	31.0	Mar 31, 2013
7 agreements	**19,590**	**1.5**	**31.0**	
TOTAL				
6 Agreements With the Cost-of-Living Allowance	**8,600**	**2.4**	**75.8**	
19 Agreements Without the Cost-of-Living Allowance	**31,400**	**1.6**	**39.0**	
25 Agreements in Total	**40,000**	**1.8**	**47.0**	

*** Cost-of-Living Allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Major Work Stoppages

Involving 500 or more employees, from **June 24 to July 7, 2011**.

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Université de Sherbrooke, Sherbrooke, Quebec Syndicat des employées et employés de soutien de l'Université de Sherbrooke (1,300 support staff)	Wages	Strike (July 05, 2011)	Strike (July 06, 2011)
Finning (Canada), division of Finning International Inc. Vancouver, British Columbia International Association of Machinists and Aerospace Workers (700 service and maintenance employees)	Wages, benefits, sub-contracting	Strike (June 22, 2011)	
Canada Post Corporation Canada-wide Canadian Union of Postal Workers (50,000 postal workers)	Wages, Sick leave, Pension plan	Lockout (June 15, 2011) Rotating Strike (June 03, 2011)	Lockout (June 27, 2011) Rotating Strike (June 14, 2011)
• Montréal, Quebec, and Toronto and Scarborough, Ontario (15,000 postal workers)		June 14, 2011	June 14, 2011
• Various locations (800 postal workers) o Sydney, North Sydney, Sydney Mines, New Waterford, and Glace Bay, Nova Scotia o Fredericton, New Brunswick o Mauricie and Sherbrooke, Quebec o Corner Brook, Newfoundland and Labrador o Cornwall, Windsor, and Niagara Falls, Ontario o Regina, Saskatchewan o Nanaimo, British Columbia		June 13, 2011	June 13, 2011
• Québec, Quebec, and Kitchener, Ontario (1,552 postal workers)		June 10, 2011	June 10, 2011
• Red Deer, Alberta (155 postal workers)		June 10, 2011	June 12, 2011
• Labrador City, Newfoundland and Labrador (21 postal workers)		June 09, 2011	June 09, 2011
• Acadie-Bathurst, New Brunswick (38 postal workers)		June 09, 2011	June 09, 2011
• Summerside, Prince Edward Island (32 postal workers)		June 09, 2011	June 09, 2011
• Sainte-Thérèse and Saint-Jérôme, Quebec (227 postal workers)		June 09, 2011	June 09, 2011

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Canada Post Corporation Canada-wide Canadian Union of Postal Worker (50,000 postal workers)			
(continued)		Rotating Strike	Rotating Strike
• Thunder Bay, Hearst, Brantford and St. Thomas, Ontario (216 postal workers)		June 09, 2011	June 09, 2011
• Flin Flon, Manitoba (17 postal workers)		June 09, 2011	June 09, 2011
• Vernon, British Columbia (72 postal workers)		June 09, 2011	June 09, 2011
• Yellowknife, Northwest Territories (17 postal workers)		June 09, 2011	June 09, 2011
• Whitehorse, Yukon (41 postal workers)		June 09, 2011	June 09, 2011
• Edmonton and Calgary, Alberta (4,100 postal workers)		June 08, 2011	June 08, 2011
• Moncton, New Brunswick (309 postal workers)		June 07, 2011	June 07, 2011
• Victoria, British Columbia (613 postal workers)		June 07, 2011	June 07, 2011
• Montréal, Quebec (6,119 postal workers)		June 06, 2011	June 06, 2011
• Hamilton, Ontario (1,431 postal workers)		June 04, 2011	June 05, 2011
• Winnipeg, Manitoba (1,583 postal workers)		June 03, 2011	June 03, 2011
Saskatchewan Association of Health Organizations Province-wide, Saskatchewan Health Sciences Association of Saskatchewan (3,000 health and social care professional employees) 50% essential services*	Wages	Rotating Strike (May 9, 2011)	
• Regina Qu'Appelle, Saskatoon, and Prince Albert Parkland Health Regions (400 health and social care professional employees)		June 21, 2011	June 24, 2011
• Regina Qu'Appelle, Five Hills, Prairie North, and Prince Albert Parkland Health Regions (300 health and social care professional employees)		June 20, 2011	June 20, 2011

* Positions or group of positions that must be maintained when a strike is apprehended or declared that endangers public health and safety or is likely to cause serious irreparable harm.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Saskatchewan Association of Health Organizations Province-wide, Saskatchewan Health Sciences Association of Saskatchewan (3,000 health and social care professional employees) 50% essential services*			
(continued)		Rotating Strike	Rotating Strike
• Prairie North, Kelsey Trail, Saskatoon, and Sun Country Health Regions (100 health and social care professional employees)		June 16, 2011	June 17, 2011
• Saskatoon Health Region (400 health and social care professional employees)		June 13, 2011	June 14, 2011
• Saskatoon Health Region (300 health and social care professional employees)		June 10, 2011	June 10, 2011
• Sunrise Health Region (60 health and social care professional employees)		May 25, 2011	May 25, 2011
• Regina Qu'Appelle Health Region (120 health and social care professional employees)		May 17, 2011	May 17, 2011
• Cypress Health Region (50 health and social care professional employees)		May 13, 2011	May 13, 2011
• Saskatoon Health Region (150 health and social care professional employees)		May 11, 2011	May 11, 2011
• Prince Albert Parkland Health Region (60 health and social care professional employees)		May 09, 2011	May 09, 2011
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)	Pension plan	Lockout (November 07, 2010)	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices
- Readers' Corner

* Positions or group of positions that must be maintained when a strike is apprehended or declared that endangers public health and safety or is likely to cause serious irreparable.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Inquiry Line: 1-877-259-8828 (toll-free number)
819-997-3117 (Ottawa-Gatineau area)

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